









Human Capital Toolset









Office of Human Capital





Agency Systems





-  **CMS**
NASA Competency Management System – Application used to measure and monitor the Agency's knowledge base; matching the talents and strengths of its employees with the positions that can best utilize those skills.
-  **WIMS**
Workforce Integrated Management System – Single source for all workforce planning, management, and analysis for the Center and Agency.
-  **WTTS**
Workforce Transformation Tracking System – A system that tracks and reports: prospective gains, mobility, details, losses; recruiting and education "pipe-line" activity; other related non-FPPS employee & program information.
-  **NOPS**
NASA Organizational Profile System - A tool that describes and reports key human resources management indicators for Center organizations.
-  **NASA STARS**
NASA's Automated Staffing and Recruiting System – Used to apply for positions within NASA; create a resume, search for jobs, and apply on-line. Fully integrated with the USAJOBS site. *[Agency Functional Manager resides at MSFC/HS50]*
-  **PDM**
Position Description Manager - A Human Resources (HR) system that generates position descriptions (PD). Single way that supervisors and managers create new PD's. All personnel actions requiring new PD's must be produced in this system.
-  **SATERN**
System for Administration, Training, and Educational Resources for NASA – One-stop system to launch online training content, search the training course catalog for training opportunities, submit training and conference requests electronically, view training history, and generate personalized training reports. *Future enhancement plans include individual development plans (IDP's).*
-  **NAAS**
NASA Automated Awards System - Application designed to standardize and automate the awards process from nomination to recognition.
-  **Employee Express**
Employee Express - A system used throughout many government agencies; enables employees to submit discretionary personnel-payroll related transactions online.
-  **NEBS**
NASA Employee Benefits Statement – A tool that provides employees with a current statement of their employee benefits and other key retirement calculations.
-  **EECS**
Employee Emergency Contact System – A system that stores critical employee emergency contact information accessible by employees for input, Administrative Officers and Supervisors for retrieval.
-  **FPPS**
Federal Personnel & Payroll System – NASA's consolidated personnel and payroll system. Designed to expedite and consolidate payroll and personnel processing, eliminate redundancies, reduce cost, increase efficiency, and develop a strong foundation for achieving the President's vision for e-Government.

MSFC Systems

-  **MPIS**
Marshall Personnel Information System – Reporting capability associated with the Marshall Personnel Oracle database. Provides both canned and ad-hoc reporting capabilities; provides authorized personnel with critical information about employees and organizations.
-  **MSPMS**
Marshall Staffing Plan Management System – An application that allows organizations to create, manage and submit staffing plans for approval on-line.
[New tool rolled out in July 2006]
-  **IDP**
Individual Development Plan – An application provides input and processing of employee individual development plans, allowing the analysis of training and other developmental requirements for the following year.
-  **EDV**
Employee Data Verification – An application that uses the Personnel Oracle database. Used by Marshall civil servants to verify specified pay, retirement, pay, performance and education data. It also allows for the tracking of Competitive Levels and reports on discrepancies with the Federal Personnel Payroll System (FPPS).
-  **RMES**
Retired Marshall Employees System – Uses the Personnel Oracle database to collect key forwarding information on Marshall Retirees.
-  **EMS**
Electronic Meeting System – a collaborative tool used to collect and statistically analyze survey results.

Future Initiatives

-  **HCIE**
Human Capital Information Environment - *Critical integration initiative.* Information architecture and vehicle for integrated electronic delivery of NASA human capital information, tools, and services required for the support of the President's Management Agenda, the Vision for Space Exploration, NASA Workforce Transformation, and the NASA Shared Services Center (NSSC). The HCIE Project is a partnership between the NASA Office of Human Capital Management (OHCM), Integrated Enterprise Management Program (IEMP), and the NSSC.
[MSFC/HS provides Agency Functional Deputy Project Lead; Organizational Quadrant Lead; Workforce Planning Quadrant Lead; and support to the Employee Quadrant]
-  **eOPF**
The Electronic Official Personnel Folder - Project to transform all official personnel files into electronic official employee records with automated updates and worldwide self service. The eOPF Project Team has been tasked within the eGov Initiative to oversee the eOPF implementation.
[Agency Project Team Lead resides at MSFC/HS01]
-  **e-QIP**
Electronic Questionnaires for Investigation Processing – An automated system developed for the U. S. Office of Personnel Management/Investigations Service (OPM-IS) to provide a means to facilitate the processing of Questionnaire for National Security Positions (QSP), commonly known as form SF-86. This version also includes SF-85, SF-85P, and the SF-85P-S forms. *(Joint MSFC effort - Office of Human Capital/Center Operations)*
-  **NSMS**
NASA Student Management System - Maintains information on current/past on-site student employees (civil service, contractor, stipend-supported) from both Human Resources and Education programs [e.g., Co-op, Student Temporary Employment Program (STEP), Undergraduate Student Researchers Program (USRP)]. A variety of information is available (e.g., employee history, college background). A utility to send e-mail to groups of user-specified students is available.

System Applications:  Workforce Planning, Tracking & Analysis  Employee Development & Incentives
 Staffing & Position Management  Employee/Supervisor Resources



Various systems have capabilities that are applicable for use across multiple areas